

Headquarters U.S. Air Force

Integrity - Service - Excellence

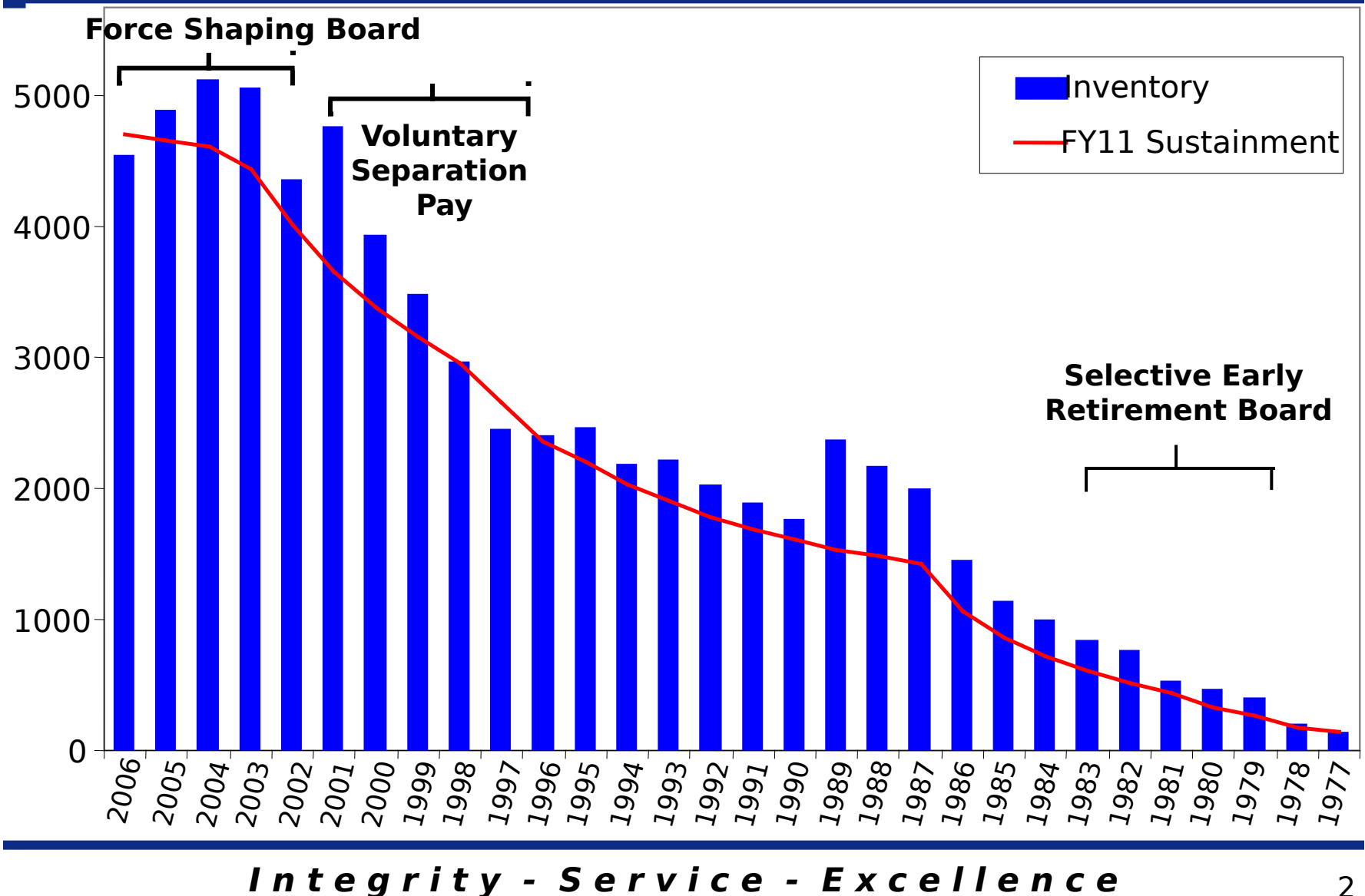
Force Shaping



as of: 27 Jul 06

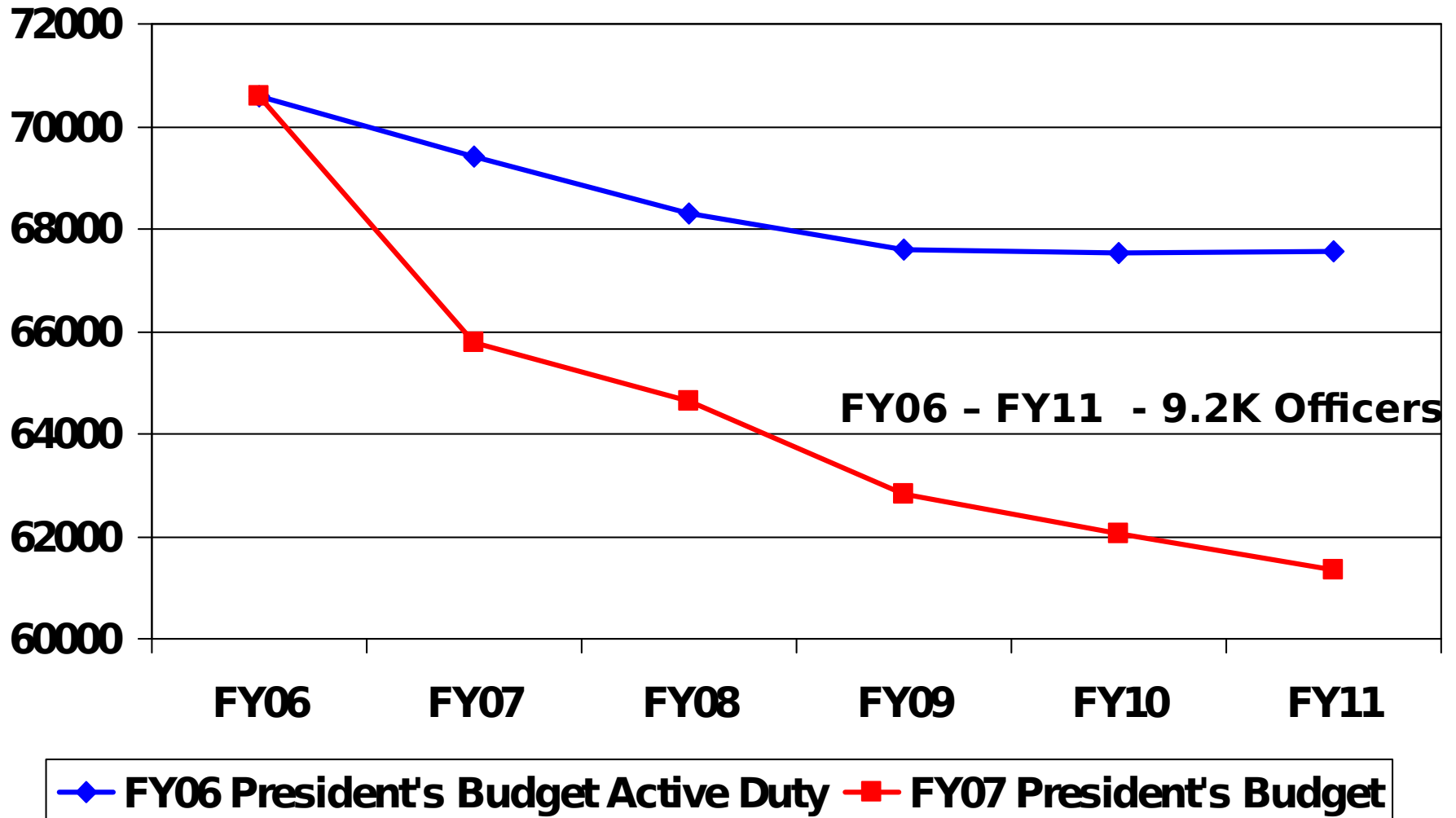


Officer FY06 Ending Inventory



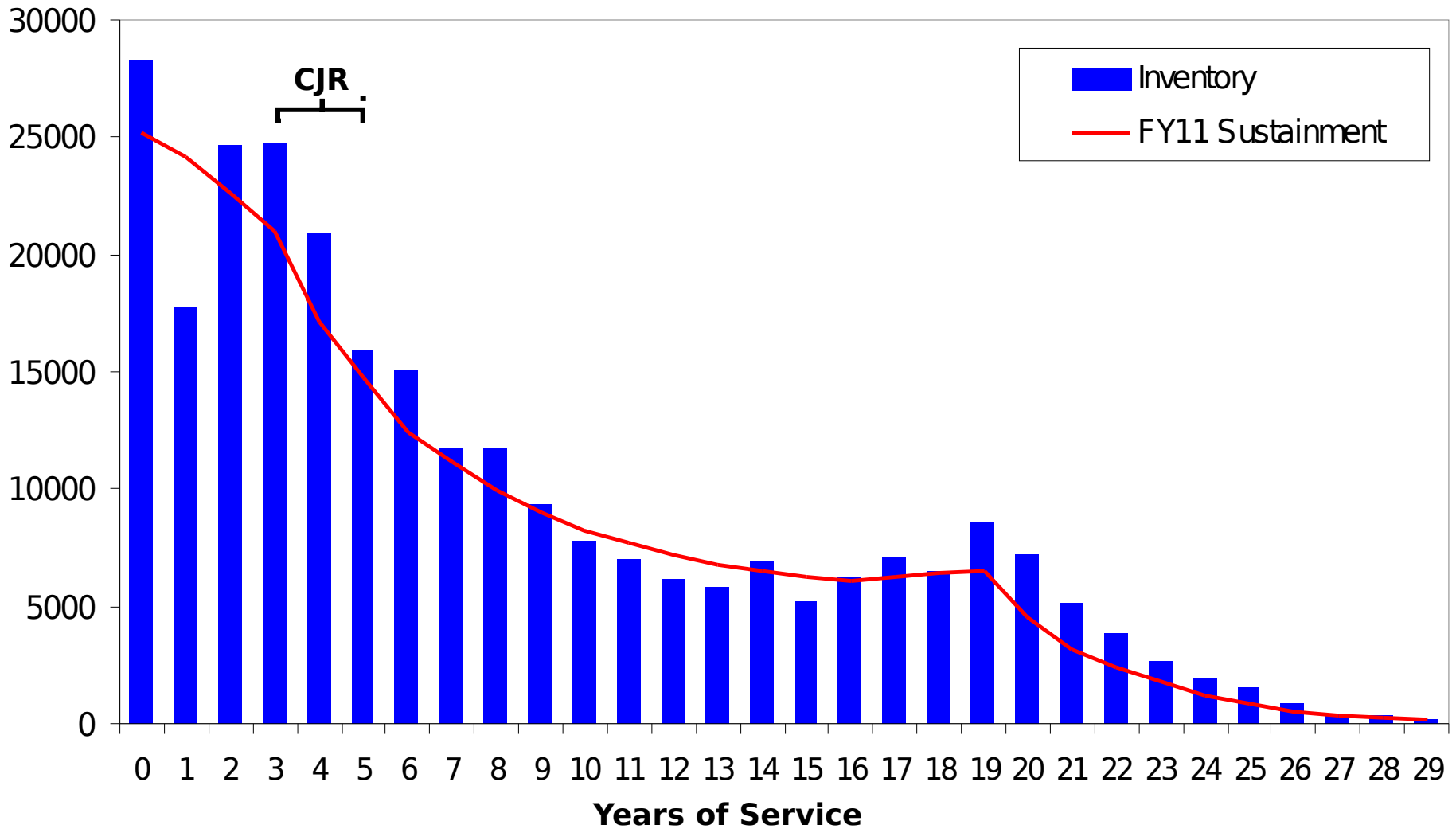


Officer Reductions





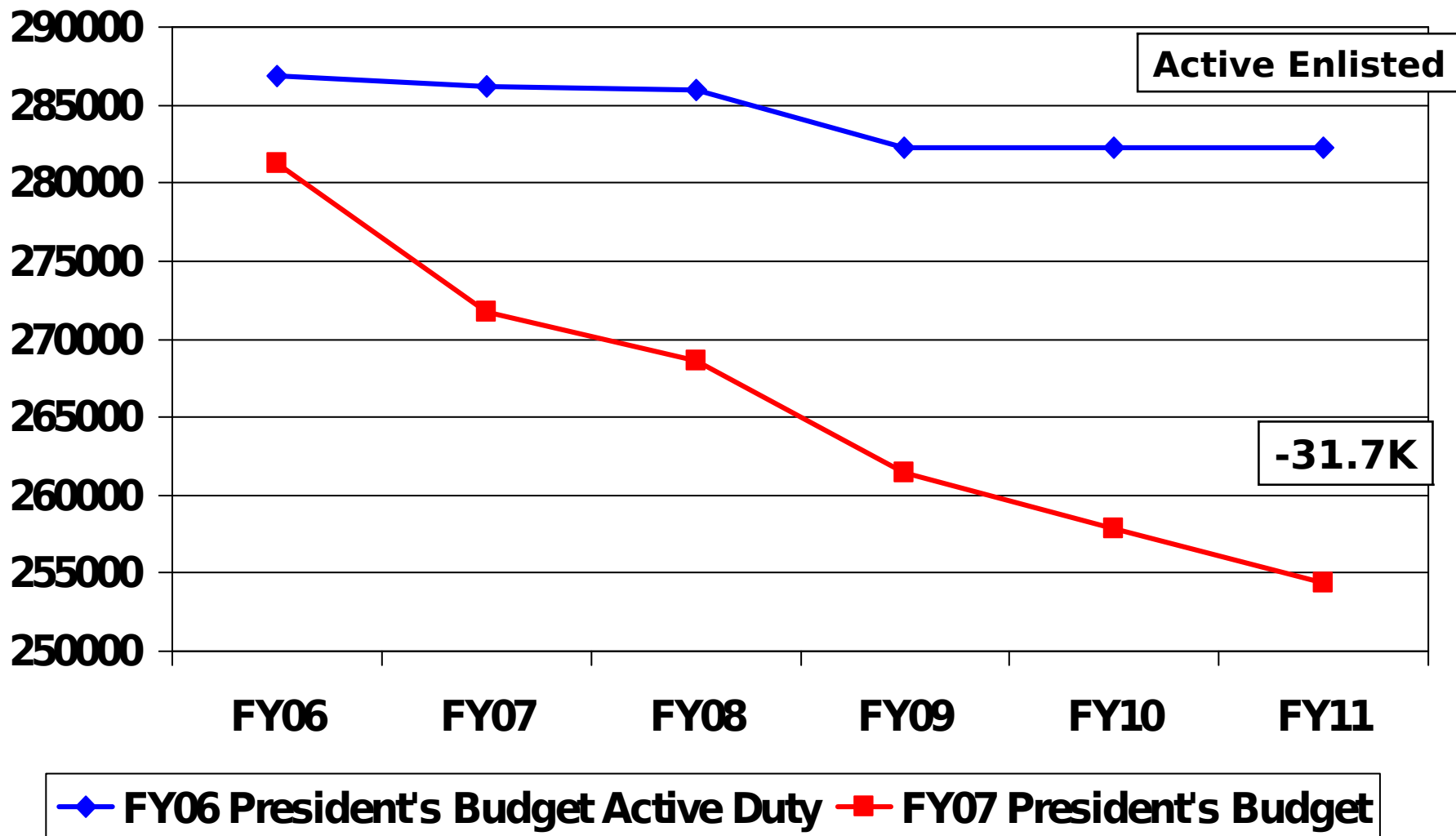
Enlisted FY06 Ending Inventory



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Enlisted Reductions





U.S. AIR FORCE



Force Shaping (FS) Tools

- **Selective Early Retirement Board (SERB)**
- **Voluntary Separation Pay (VSP)**
- **FY07 Force Shaping Board (FSB)**
- **Career Job Reservation (CJR)**
- **Additional Force Shaping Programs**



- **Board convened to accelerate retirements for retirement eligible officers prior to their mandatory retirement date**
- **Basic Eligibility:**
 - **Categories: Line / Chaplains / Judge Advocates**
 - **Cols w/ at least 4 yrs TIG as of 8 Jan 07**
 - **Lt Cols twice deferred for promotion**
- **Eligible If They:**
 - **Don't have an approved voluntary retirement date**
 - **Are not on a promotion list**
 - **Are not scheduled for mandatory retirement in FY07 or FY08**



SERB (cont)

- **Important Dates**

- **8 Sep 06: Senior Rater Accounting date**
- **NLT 8 Sep 06: Eligible Officers will receive an Officer Selection Brief for review**
- **NLT 8 Dec 06: Retention Recommendation Forms will be provided from Sr Raters to Eligible Officers**

- **Additional Details:**

- **SERB convenes 8-19 Jan 07**
- **Mandatory retirement dates will be NLT 1 Sep 07**

- **Retirement in Lieu of Meeting Board**

- **May apply between now and until 1 Jan 07**
 - **All ADSCs (including ACP, JACP and CSRB) are waived for SERB eligible officers**



- **Program offers monetary incentives for personnel to depart the service prior to retirement**
- **Basic Eligibility:**
 - **Officers with more than 6 and no more than exactly 12 yrs of completed service as of their requested DOS**
- **Eligible if they:**
 - **Have served at least 5 yrs of continuous A/D service immediately preceding the actual DOS**
 - **Are in the LAF, Chaplain or JAG competitive category or are in the MSC specialty**
 - **Are showing as overage (based on yr group and AF specialty) in the matrix located at:**
<http://www.afpc.randolph.af.mil/retsep/forceshaping/shape.htm>



VSP (cont)

- **Ineligible if they:**
 - **Are subject to pending disciplinary action or are subject to admin separation or mandatory discharge under any other provision of law or regulation**
 - **Are currently being considered for disability retirement or separation**
 - **Have a current DOS**
 - **Have previously been discharged w/ Voluntary Separation Pay**
 - **Are in one of the following specialties: BSC, MC, DC, NC**
 - **Are serving on a limited period recall program**
 - **Are currently attending initial skills formal training**
 - **Are serving in Career Field 13D (Control and Recovery)**
 - **Are separating from the A/D AF under B2G or Palace Chase**



VSP (cont)

- **Application:**

- **Applications may be submitted no earlier than 31 Jul 06 and the requested DOS must be between 1 Oct 06 and 29 Sep 07**
 - **Can exceed the 12 mth max application window**
- **Applications should be submitted to servicing MPF on an AF Form 780 and annotating VSP**

- **Conditions:**

- **At time of application, officers will sign an agreement to serve in the Individual Ready Reserve for the duration of their Military Service Obligation plus an additional 3 yrs**



VSP (cont)

- **Payment:**

- **Officers approved for VSP will be paid two times the rate of standard Involuntary Separation Pay**
 - **2 times 10% of monthly base pay on the DOS, multiplied by 12 and then multiplied by the total number of yrs and full months of active service computed from TAFMSD.**
 - **Example: Capt w/ 8 yrs active service**
$$\$4,728.90 \text{ (base pay)} \times .20 \times 12 \times 8 = \$90,795$$
- **Payment will be in a lump sum and subject to the current applicable federal/state income tax rate**
- **VSP payment is not eligible for contribution to the Thrift Savings Plan**



VSP (cont)

- **Transition Benefits:**
 - **Pre-separation counseling**
 - **Employment and transitional assistance**
 - **Transportation/Relocation Assistance**



FY07 FSB

- **Board convened to balance career fields & reduce Junior Officer overages by approx 930 in the 2003/04 yr groups**
- **Basic Eligibility:**
 - **Officers in overage career fields in 2004 TFCSD Year Group**
 - **Except for: Chaplains, Control & Recovery (AFSC 13D) MSC, BSC, MC, DC, NC**
 - **Judge Advocates whose DOR to Capt is in 2003**
 - **LAF officers w/ a TFCSD in 2003 if in one of the following career fields:**
 - **13S (Space and Missile)**
 - **12R (Navigator)**
 - **62E (Developmental Engineer)**
 - **13B (Air Battle Manager)**



FY07 FSB

- **Board Scheduled for 12-23 Mar 07**
- **Process will be the same as in the FY06 FSB**
 - **Senior Raters will provide eligible officers a copy of their Retention Recommendation Form (RRF) approximately 45 days prior to the Force Shaping Board**
 - **RRF will rank order each eligible officer rated by the SR in two ways**
 - **Within all eligible officers in the year group**
 - **Within all eligible officers in the same year group and AFSC**



Career Job Reservation (CJR)

- Limits reenlistments into the career force by constraining AFSCs for first-term airmen in specified AFSCs
- First-term Airmen must have a CJR in order to reenlist
- Airmen who don't want a CJR in their current AFSC and don't want to retrain into another AFSC or Special Duty Assignment and get a CJR in that AFSC or SDI can apply for:
 - Palace Chase
 - Transfer to the Army
 - Civil Service
 - Separation upon expiration of their enlistment
- A current listing of constrained AFSCs, additional information and program updates can be found at the HQ AFPC web site: <http://ask.afpc.randolph.af.mil>, search word, CJR.



Additional FS Initiatives

- **Voluntary Force Shaping Programs (02/03 yr groups)**
- **Retire Officers w/ over 8 yrs TAFCS**
- **Limited ADSC Waivers**
- **Lt Cols / Cols retire w/ 2 yrs TIG**
- **Officer Advance Notice Retirement**
- **Assignment Declination**
- **Palace Chase Component Transfer**
- **Enlisted Retraining Program**
- **Blue to Green**
- **Employment w/ Civil Service**



Voluntary Force Shaping Programs

- **Re-opens all voluntary force shaping program for officers in the 2002/2003 commissioning year groups**
 - **Voluntary Separation**
 - **Inter-Service Transfer (Blue-to-Green)**
 - **Transfer to AFR or ANG**



Retire Officers w/ over 8 yrs TAFCS

- **Allows officers to retire early (authority expires 31 Dec 08)**
- **Eligibility:**
 - **Officers with at least 8 yrs TAFCS (vice 10 yrs previously authorized) and at least 20 yrs of Active Service**
 - **All AFSCs except:**
 - **Specialties 13D (Control & Recovery), BSC, MC, DC, & NC**
- **Waiver of ADSC**
 - **All ADSCs (except ACP, JACP and CSB) will be waived**
- **Retirement date must be set for NLT 1 Sep 07**



Limited ADSC Waivers

- Allows officers to retire/separate prior to completing specified ADSCs
- Ineligibility:
 - Specialties 13D (Control & Recovery), BSC, MC, DC, & NC
 - Exception: Above ineligibilities don't apply to SERB eligible Lt Cols
 - Officers assigned to short dependent restricted overseas tours are ineligible to apply to separate or retire prior to their DEROS.
 - Waivers may be submitted based on unique personal hardship or if in the best interest of the AF
- Fully Waiverable ADSCs:

AFIT (PHD)	Tuition Assistance	Direct Commission
AFIT (Masters)	Service Academy	Basic/Intermediate/Senior Developmental Ed
OTC	ICs (see note 1)	Aviation Continuation Pay
ROTC	Education w/ Industry	Judge Advocate Continuation Pay

- **Waivers for ADSC reasons not listed above must be submitted to the appropriate approval authority per AFI 36-2107 guidance**



Limited ADSC Waivers (cont)

- For retirement only, Critical Acquisition Program is waived
- Recoupment:
 - Unearned portion of bonuses will be recouped per existing AFIs and policy. Unearned portions of ACP and JACP will also be recouped
 - Education cost associated with Service Academy Graduation, ROTC Scholarship, AFIT and Tuition Assistance will not be recouped
- Officers separating under LADSC are required to fulfill their Military Service Obligation in the Individual Ready Reserve
- Approval of applications will be based on yr group manning & the needs of the AF
- Waivers for Cols will be handled by AF/DPO on a Case-by-Case basis



Lt Cols / Cols retire w/ 2 yrs TIG

- **Allows Lt Cols & Cols to retire in current grade after completing only 2 years in grade (rather than 3 yrs)**
- **Retirement date must be set for NLT 1 Sep 07**



Officer Advance Notice Retirement

- **Allows officers who meet retirement eligibility requirements to apply for voluntary retirement more than 12 mths prior to their requested DOS**
- **Ineligibility:**
 - **Not eligible if they have an Assignment Selection Date or projected assignment on file**
 - **An officer's ASD is the date placed on the final VML.**
 - **Officers with one of these criteria who chose to apply for retirement will be retired IAW current assignment declination provisions (next slide)**
- **Retirement date must be set for NLT 1 Sep 07**



Assignment Declination

- **Eligible officers who have received official assignment notification and elect not to PCS must within 7 days submit an application to retire/separate NLT the 1st day of the 7th mth after the assignment notification date**
 - **Exceptions:**
 - **Officers with a non-waiverable ADSC longer than the 1st day of the 7th mth will retire the 1st day after completing their ADSC**



Assignment Declination (cont)

- **Eligible officers whose names are on the VML but haven't received official assignment notification may apply for retirement/separation under normal assignment declination**
 - **Can apply to retire/separate NLT the 1st day of the 12th mth from the assignment selection date**
- **Officers who decline an in-residence education program must notify (NLT the cut-off date in the release) AFPC through their MPF and Senior Rater**
 - **If less than 18 yrs TAFMSD, will have their DOS set for the 1st day of the 7th mth**
 - **If more than 18 yrs TAFMSD, will have their DOS set to the last day of the month in which in which they reach 20 yrs TAFMS**



Expanded Palace Chase (PC) Component Transfer

- **Allows officers to transfer to the AFR or ANG**
- **Eligibility:**
 - **Available to all AFSCs except those listed as ineligible below (approval will be based on AFSC skill levels)**
- **Ineligible:**
 - **Officers in career field 13D (Control & Recovery), BSC, MC, DC or NC**
 - **Haven't yet completed Initial Skills Training**
 - **Officers assigned to short dependent restricted overseas tours are ineligible to apply to separate or retire prior to their DEROS.**
 - **Waivers may be submitted based on unique personal hardship or if in the best interest of the AF**



Expanded Palace Chase (PC) Component Transfer

- **Requirements changed/waived for Expanded PC (cont)**
 - **No minimum TIS requirement**
 - **USAFA Grads can apply**
 - **No application timeline restrictions**
 - **No wait to reapply following a denial for manning**
 - **No wait to reapply after an approved withdrawal from the program**
 - **Transfer to AR Component requires a 2 for 1 service commitment. Commitment will be at least 1 yr but no more than 6 yrs**
 - **Additionally the ANG requires a 4 yr service commitment to be appointed to the ANG (this is waiverable after initial appointment)**



Expanded Palace Chase (PC) Component Transfer

- Recoupment of unearned portion of bonuses will be deferred and then waived upon successful completion of PC obligation (cont)
 - Exceptions: ACP, JACP and CSRB recoupment is not waived
- Officers won't be eligible for bonuses in the ARC if they still have retainability as a result of the A/D bonus program
- Recoupment of education cost is waived
 - Exceptions: The following officer AFSCs are required to repay unearned portions of all education cost
 - 62EXA Aeronautical
 - 62EXB Astronautical
 - 62EXC Computer Science
 - 62EXE Electrical/Electronic
 - 62EXF Flight Test
 - 62EXH Mechanical



Enlisted Retraining Program

- **Phase I allows enlisted members to retrain from overage career fields to underage career fields. If voluntary retraining targets aren't met, Phase II selects individuals for involuntary retraining.**
- **Phase I will run from Jun 06 to Aug 06**
 - **Approximately 1,227 NCOs will be targeted**
 - **Eligibles may volunteer for special duty assignments**
 - **Contact your local MPF or log onto the vMPF for latest info on retraining opportunities**
- **Phase II will begin shortly after Phase I in any AFSC that didn't meet voluntary retraining targets**
 - **Eligible members will receive Individual Notification Rips**
 - **Vulnerability mirrors assignment eligibility (sorted by DAS with greater DAS more likely for involuntary retraining)**



Blue to Green Program

- **Allows Airmen to transfer to the Army w/ a 3 yr commitment**
- **Eligibility:**
 - **O-1 thru O-3 and E-1 thru E-5**
 - **Must meet minimum academic and physical criteria for entry into the Army**



Employment w/ Civil Service

- Interested Airmen should visit the Office of Personnel Management (OPM) website <http://www.usajobs.opm.gov> and select the “My USAJobs” tab to view a list of vacancies
- Additional information is available from the Defense Applicant Assistance Office (DAAO) website <http://www.go-defense.com>
- Airmen can also visit their local Family Support Center for assistance



Questions?



U.S. AIR FORCE